



July 7, 2020

Good afternoon,

Below is a letter of support from a collective of summer research programs at The Ohio State University known as The Consortium. This statement is reflective of The Graduate School's stance toward fighting institutional racism. Though this is a difficult subject to unpack, this warrants us to take accountability to foster a culture of respect and empowering students, like yourself, to embrace social responsibility. If upon reading this, you have questions and/or concerns, please contact Dr. Carolyn Morales, assistant dean of diversity, via email morales.259@osu.edu.

Dear Students,

We understand that this summer has been unlike any other before. The coronavirus pandemic has prevented the Consortium from functioning at full capacity and limited our ability to provide our typical undergraduate research experiences. It is no accident that the pandemic is having a disproportionate and devastating impact on communities of color. This moment in time has served as a great revealer and called us to act on the long-standing structural flaws in our society and the imperative need to eliminate and heal from the lasting effects of institutional racism.

Our Consortium is composed of students, staff, and faculty who represent every facet of our nation and our globe. Many of us, and likely many of you, are having difficulty focusing, feeling heightened anxiety and stress, sadness, anger, and frustration. We are also feeling hopeful. We are hopeful that our newfound energy in response to the injustices enacted upon communities of color can create lasting change within our institution and our country.

We proudly stand in support of our Black, Brown, Trans, Queer, Poor, and Differently Abled participants. We affirm to you that every partner across Ohio State University involved in this Consortium (SROP, LSAMP, TEK8, iCAPs, and ASPIRE) stands against racial injustices and is fighting to change what has been the status-quo. As long as we are working to serve and support you, we will stand with you.

In many ways, this pandemic has accelerated the fire of change. We will harness this momentum to keep pushing our initiatives forward to create a future that is inclusive and celebrates all the differences our communities have to offer. We will not tolerate racism, bigotry, homophobia, transphobia, sexism, classism, anti-immigrant, or anti-Semitic sentiments, laws, or policies. We are already noticing a difference in the way we speak about issues of racism and inequality in this country, with more time devoted to having these necessary open and honest conversations.

Though each of us is committed to this within our individual spheres of influence, **only through collaboration will we truly break through the walls of institutional racism and achieve transformative change.** As you train to enter the workforce or academia, it is our hope that this discussion continues. We hope that you use the spirit of togetherness and collaboration that defines the Consortium to build bridges across communities, populations, disciplines, and schools of thought. Together, we have the power to make this world better for those coming after us. We see you, we support you, and we thank you.

Signed,
The Consortium

***To facilitate learning and breaking down barriers, we have provided a variety of resources to help you learn wherever you are on this journey. Some of the below links demonstrate the commitments of Ohio State University and the city of Columbus to fighting issues of racism and intolerance. Other resources are to encourage you to learn more about inequality and injustice, especially within your own academic disciplines.*

OSU/Columbus specific:

- [Focus on Racial Justice](#) - Ohio State University initiatives, resources, and statements
- [The Role of the Land-Grant University in Addressing Racial Tensions part I and II](#) (links to recordings from OSU virtual panels)
- [Have we reached a transformative moment in the fight against systemic racism?](#)
- [Ohio State Multicultural Center's Race Tool Kit](#)
- [The Kirwan Institute's Implicit Bias Modules](#)
- [Ohio State addresses Institutional Racism](#)
- [Columbus declares racism a public health crisis](#)
- [Columbus To Remove Christopher Columbus Statue At City Hall](#)
- [Columbus to implement citizen review board of police](#) and OSU student is appointed to board

Resources for learning:

- [Privilege/Class/Social Inequalities Explained in a \\$100 Race](#) (see the activity and questions [here](#))
- [#ShutDownSTEM/ #ShutDownAcademia](#)
- [Cracking the Codes: Joy DeGruy "A Trip to the Grocery Store"](#) (video)
- [What Can You Do: Being Black and Tired in Academia – #BLM Guest Post](#)
- [Diverse Talk Live! – Complimentary Webcast](#)
- [American Racism: We've Got So Very Far to Go](#)
- [Being Antiracist](#)
- [Anti-Racism Pledge](#)
- [George Floyd, Minneapolis Protests, Ahmaud Arbery & Amy Cooper](#) (video, Trevor Noah, The Daily Social Distancing Show)
- [What Racism Looks Like](#) (Infographic)
- [What A Group Of College Students Learned From An Experiment On Privilege](#) (another version of above privilege walk)
- [Ingrained Injustice](#) (NPR TED Radio Hour Podcast)
- [Clint Smith](#) reflects on the killing of George Floyd (NPR TED Radio Hour Podcast)
- ['There Is No Neutral': 'Nice White People' Can Still Be Complicit In A Racist Society](#) (NPR article and podcast)
- ['Interrupt The Systems': Robin DiAngelo On 'White Fragility' And Anti-Racism](#) (NPR article and podcast)
- [Talks to help you understand racism in America](#) (TED talks)
- [A Dual Degree From Oxford. A Medical Degree From Harvard. Neither Protected Me From Racism](#)
- [Anti-racism is about humility: a message to the 'newly awakened.'](#)
- [Anti-Racism Resource List for STEM Communities](#), specifically relevant: [How can I Promote an Inclusive Environment](#)

- [Concrete Steps for Recruiting, Supporting, and Advancing Underrepresented Minoritized Scientists](#) (specifically [I'm a trainee](#))
- [I grew up in poverty. Here's why I recognize my white privilege](#) (TED Talk)
- [Healing in Action 2020](#) (Kellogg Foundation recording from 6/25)
- [Academia Isn't a Safe Haven for Conversations About Race and Racism](#)
- [Inside the Push to Bring Racial Equity to Land Grant Universities](#)
- [Codeswitch - A Decade Of Watching Black People Die](#) (podcast)
- [Blindspot: Hidden Biases of Good People](#) (Banaji & Greenwald 2016)
- [Ibrahim X. Kendi's "Stamped from the Beginning"](#)
- [Jill Nelson's "Police Brutality: An Anthology"](#)
- [A Detailed List of Anti-Racism Resources](#)

Resources for action:

- If you want to protest, please do so safely by wearing a mask and following other public health guidance. More resources can be viewed [here](#), [here](#), and [here](#). If you are protesting, know your rights. [OSU Arts and Sciences Career Services](#) is willing to help answer questions about how participating in protests may affect employment or academic applications. (Only available to OSU Students)
- Donate to the [Columbus Freedom Fund](#), [the Bail Project](#), [Justice for Breonna Taylor Fund](#), [Official George Floyd Memorial Fund](#)
- [Create an action plan](#)
- Start conversations about racism and anti-Blackness at department events.
- Write to your faculty and let them know that it's important that you see in their syllabus how they support the whole student, and specifically students who are marginalized.
- [How to help Black Lives Matter: 9 things you can do for the George Floyd protesters right now](#)
- [Help hold others accountable](#)
- [Volunteer your time](#)